

CHRISTIAN SPARLING

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SUMMARY

Executive level charter school district leader. Co-founder of New Jersey's highest performing elementary school. Seasoned leader with 7+ years of management experience, including 4 years as a school leader and 3 years directly managing school leaders. Coached leaders through new school start-up continuum from year zero to full-scale. Skilled at operationalizing and implementing the ideas of visionary leaders. Innovative approach to school leadership develops operations directors who can lead all daily systems and school culture initiatives so that principals can focus 100% on classroom instruction. Commitment to reversing the achievement gap and ensuring that 100% college-bound is the standard not just the goal.

ACCOMPLISHMENTS

- Founding leader at #1 performing elementary school in New Jersey
- Launched 3 additional schools in the model of the original
- Designed policy for One Newark Enrolls district/charter partnership, a first-of-its-kind universal enrollment application for all Pre K-12 students in Newark, NJ (onewark.org)
- School accomplishments under my leadership: 2010 Blue Ribbon School Award, 2013 Broad Prize for Public Charter Schools, PISA Exam 2012 – Top 10 in the world (featured in NY Times); 100% of North Star Academy graduates accepted to 4-year universities for the past ten years; 84% of students qualify for Free/Reduced lunch

PROFESSIONAL EXPERIENCE

Senior Director of Special Projects

Relay Graduate School of Education, Office of the Provost

August 2014-Present

New York, NY [Remote Work]

Project Management

- Managed innovation projects for the Provost related to user experience, data integration, external partnerships, and strategic planning
- Directly managed leaders hired to launch new academic programs for teachers of Pre-K and Computer Science
- Served as lead liaison for external partners: Washington DC Public Schools, Aspire Public Schools (CA & TN), AUSL (Chicago)

Associate Chief Operating Officer

Uncommon Schools, Inc. – North Star Academy Charter School of Newark

July 2011-August 2014

Newark, NJ

Team Management & Leadership Development

- Co-managed regional growth to nine K-12 public charter schools serving over 2,900 students, employing over 300 staff
- Directly managed four elementary school leaders and four regional support personnel, including hiring, evaluation, separation
- Served on four member executive team for organizational strategic planning, growth planning, and all key leadership decisions

- Developed and delivered professional development curriculum for current school leaders, rising leaders, and school-based operations teams, addressing their differentiated needs (e.g., people management, project management, project documentation)
- Promoted to first Associate COO position across Uncommon's five regions
- Host/emcee for cultural events and staff celebrations

Financial Management

- Co-managed a \$50M operating budget across the organization
- Managed operations leaders on school-specific budgets; achieved a collective budget variance of less than 2% annually

Operations Management

- Managed five separate school facilities, including ongoing maintenance and close collaboration with real estate team for a \$30M purchase and capital renovation
- Planned and managed five facility relocations, including moving an entire K-7 school in 48 hours during Superstorm Sandy
- Developed annual school operations inspection protocol currently used at all 38 Uncommon Schools
- Created several district-wide systems and managed implementation across all nine schools, including: enrollment & waitlist management for 650 new students annually; operations leader performance dashboard; rising school leader training and immersion; standardization of school operations staff division of labor; interim assessment tools for elementary grades; biometric palm scanning for food service tracking; security infrastructure & emergency preparedness; school nursing protocol

External Relations

- Key member of district and charter leader Policy Design Committee to create Newark's universal student enrollment application for 2014-15, the first district/charter shared enrollment system in the country to give preference to students of highest need
- Created and codified processes and supervised annual student recruitment campaign to grow overall enrollment from 500 to 2,900+
- Managed all vendor relationships for tech support, food service, facility maintenance, student information, and marketing

Director of Operations

North Star Academy – Vailsburg Elementary

April 2007 - July 2011

Newark, NJ

School Leadership

- Co-founded Vailsburg Elementary, North Star Academy's first elementary school, with Principal Julie Jackson, co-located with a Newark district school
- Scaled school from 78-to-425 students and 8-to-45 staff over five years
- #1 performing elementary school in the state of NJ in first year at scale
- Managed all non-instructional elements of the school, serving as a template for all future elementary schools: operations team management; finance, purchasing, and budget; facility maintenance and district partnership; technology infrastructure; food service; human resources & payroll; student assessments and data management; enrollment; community relations; staff & student culture; daily school admin procedures; student health & safety
- Directed cross-town facility relocation and site renovations for expansion, with 0% student attrition during relocation
- Managed \$6 million budget to 3% end-of-year surplus

Director of Special Projects

August 2006 – April 2007

Uncommon Schools, Inc.

New York, NY

- Authored Uncommon's first comprehensive school operations manuals for implementation across nine schools
- Supported charter authorizer renewal visit for Excellence Boys Charter School
- Managed RFP and implementation of Uncommon's first intranet platform

Applicant Communication Associate & Recruitment Fellow

August 2003 – July 2006

Teach For America

New York, NY

- Increased applicant phone satisfaction by 28% and email satisfaction by 15% as application volume increased by 12%
- Responded to over 20,000 inquiries from 19,000 applicants during 2005 admissions cycle
- Supported teacher recruitment initiatives at five undergraduate universities

Teacher

July 2001– June 2003

New York City DOE, Teach For America

New York, NY

- First and Second grade teacher in the South Bronx at PS1x and PS65
- School site leader for 5 first-year teachers

EDUCATION

BA **Columbia University**
Major: Urban Studies

1997-2001
New York, NY